



NDInsider

The newsletter of Indiana's
NeuroDiagnostic Institute
and Advanced Treatment Center

5435 E. 16th St., Indianapolis, Indiana | www.in.gov/fssa/dmha/2935.htm | Vol. 5, Issue 11, November 2021

ON 10/30/21 NDI HELD ITS FIRST EVER TRUNK OR TREAT EVENT !



The NeuroDiagnostic Institute and Advanced Treatment Center, Indiana's newest state psychiatric hospital, delivers advanced evaluation and treatment for patients with the most challenging and complex neuropsychiatric illnesses and moves them more efficiently into the most appropriate treatment settings within the community or state mental health system.

NDI NOVEMBER EMPLOYEES OF THE MONTH



Our NDI Nursing Night Shift Star of the Month is Brittany Paradiso

Brittany does a great job at verbally deescalating patients on youth and adult units. She models professionalism, confidence and works flexible hours doing many different job functions as well as being a BHRA Supervisor. Brittany teaches Bridge Building, manages staffing, drives the van when needed, comes in extra to monitor patient visits, and teaches Cerner to all new BHRA/CNA employees in addition to helping the Nursing Education department in other ways. I wish we could clone her!

Our NDI Nursing Day Shift Star of the Month is Jalea Chadd

Jalea has been operating as the Unit Director for all three youth services for months, covering for vacancies and absences. She has been responsible for basic unit management, personnel issues, payroll entries and interviewing potential new employees for all of day shift nursing on Service line C. Jalea is kind and patient, and she conveys a positive attitude that help all the staff stay as centered and grounded as possible, even when things are chaotic. Jalea helps wherever needed without complaining, and she makes me smile whenever I see her

Our NDI Non-Nursing Star of the Month is Shante Harris

Shante is kind, caring and sweet. She does her role with the utmost confidence. She says what is on her mind. She is wonderful with the patients. Her office always smells amazing. She is a wonderful person/friend

IN RECOGNITION OF THIS HONOR, OUR STARS OF THE MONTH ARE ENTITLED TO PARK IN THE NDI SURFACE LOT THROUGHOUT THE MONTH OF NOVEMBER!

Other employees who were nominated for the November employee of month are:

Angela Bennett, Elaine Braden, Matt Cohn, Barbara Haase, Olatoye Itaniyi, Lynda Korenstra, Caitlin Montgomery, Keniyah Patterson, Margaret Parry, and Joe Perkins

Congratulations to all who were nominated!

If you would like to nominate someone for Employee of the Month, the email address is: ERCNDI@fssa.in.gov. The nomination form can be found at L:\ERC Committee\NDI Star. You now can add your name when nominating someone or keep it anonymous!



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NDI DASHBOARD – NOVEMBER 2021

Bridge Building Refreshers

11/10/21

11/17/21

CPR Refreshers

11/16/21

General Orientation

11/1/21-11/5/21

11/29/21-12/3/21

CENSUS

- Adult -48
- Youth -18
- Damar-6
- Total -72

OCTOBER ADMISSIONS

- Adult -10
- Youth -2
- Damar-1
- Total -13

OCTOBER DISCHARGES

- Adult -10
- Youth -3
- Damar-7
- Total -20

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STRATEGIES FOR ENCOURAGING STAFF WELLNESS IN TRAUMA INFORMED ORGANIZATIONS

Addressing patients' traumatic experiences is key to improving care for patients, particularly those who have complex medical, behavioral health, and social needs. Though many of the strategies necessary for implementing trauma-informed care relate directly to the patient experience, one key element pertains to how an organization cares for its staff. Specifically, when working with patients with high rates of exposure to traumatic events, staff need to take time for

self-care, both for their own wellness and the provider organization's ability to provide high-quality care.

Impact on Individual Providers

Without safeguards in place to help clinicians and staff process their emotions, anyone working with patients who have experienced trauma may be subject to chronic emotional stress. This stress can then negatively affect their own physical and psychological health. In particular, when clinicians seek to create a compassionate, emotional connection with patients to achieve a deeper understanding of patients' experiences — an aspect of patient-centered health care known as **empathetic engagement** — they are even more likely to experience forms of chronic emotional stress such as secondary traumatic stress, vicarious traumatization, and burnout

Secondary traumatic stress, also known as **compassion fatigue**, is emotional duress that can result from hearing about another person's firsthand traumatic experiences and may manifest as changes in memory, sense of safety and trust, and other symptoms often associated with post-traumatic stress disorder. Over time, secondary traumatic stress can lead to **vicarious traumatization**, the cumulative effect on the clinician after consistent exposure to other people's traumatic experiences.

Often, these indirect exposures to trauma can contribute to **burnout**, a form of physical, mental, and emotional exhaustion caused by chronic work-related stress. Burnout is possible in any career and is not necessarily related to hearing about or empathizing with patients' trauma, but clinicians and front-line staff working with trauma survivors are at increased risk.

Impact on Provider Organizations

Chronic emotional stress can also affect patients and provider organizations. Clinicians and other front-line staff experiencing any of these conditions may struggle to provide high-quality care to patients. Chronic emotional stress often leads to staff turnover, which can create a negative feedback loop that intensifies similar feelings in remaining employees. Recruiting and training new employees can significantly drive-up operating costs, leaving fewer resources for mission-related activities such as patient care, staff training, and program development.

Preventing Problems by Encouraging Staff Wellness

Successfully preventing chronic emotional stress can help staff to function optimally, increase staff morale, and reduce expenses associated with staff turnover. Strategies to prevent secondary traumatic stress, vicarious traumatization, and burnout can be broadly categorized as follows:

General wellness: Encouraging and incentivizing activities like yoga, meditation, and exercise

Organizational: Fostering a culture that allows clinicians to seek support; keeping caseloads manageable; and providing sufficient mental health benefits

Education: Providing targeted trainings that create awareness of chronic emotional stress and the importance of self-care

Supervision: Facilitating staff wellness through management strategies such as reflective supervision, a practice in which a clinician and supervisor meet regularly to address feelings regarding patient interactions.

Christopher Menschner and Alexandra Maul, Center for Health Care Strategies, December 2016

To learn more, go to www.chcs.org



BIRTHDAYS

Rebecca Altop
Scott Ball
Niki Brinker
Kiara Dowdy
Keiston Drake
Donna Franklin
Damon Warner

Amy Frazer
Tim Gaalema
Kellee Hawkins- Coleman
Alana Holt
Ansumana Jeigula, Jr.
Fred Madren

Vernell Martin
Souncera Moseby
Lisa Passarelli
Charity Sample
Erin Smiley
Nyen-Nyen Volawuo



OUTDOOR PLAYGROUND GROUP FOR ADULTS BY LISA PASSARELLI



A new outdoor group began in October! This group provides recreational time in the playground area for adult patients, and they have been very receptive to this new addition. Comments from patients include “It’s good to have fun and see other patients.” “Makes me feel good.” “I wish we could stay out longer!”

The outdoor group initiative was suggested by Bethany Miller, an IU Capstone nursing student assigned to Unit 2E who researched the positive health effects of UV exposure from sunlight. Her conclusion and recommendation led to the initiation of the group.

Thanks to **Bethany Miller, Erin Clampitt, Jenny Weber, Marc Gordon, and Scott Donaldson** for helping make this a success!

IMPORTANT INFORMATION ABOUT OPEN ENROLLMENT BY LACEY WALDEN, HUMAN RESOURCES

Open Enrollment 2022 for State Employees

Select your benefits between October 27 - November 17, 2021 by noon EST

Have you taken the time to review the benefit options for 2022? If not, you might be excited to learn that employee premiums are staying the same for the third year in a row and there is a new offering for an opportunity to pay less for medical services with the introduction of a tiered network.

During open enrollment, some elections will reset each year, the non-tobacco use agreement, and the HSA/FSA personal contribution amount. If the employee wants to agree to the non-tobacco use agreement or contribute a certain amount to their HSA/FSA for 2022, the employee will need to make sure they go into your open enrollment elections to do so. Other than that, everything else will roll over into the next year.

*More Open Enrollment Info

Open enrollment through PeopleSoft HR began October 27. The deadline to enroll is November 17 at noon EST. Please note that this will not be extended for any reason.

Feel free to go to www.in.gov/spd to make yourself familiar with the plans before you enroll.

For NDI employees, HR will have laptops and be available in Conference Room C for assistance with benefit open enrollment on the below dates/times:

DATE	TIME
October 28th	7:00 am – 11:00 am
October 29th	7:00 am – 9:00 am
November 3rd	7:00 am – 9:00 am 1:00 pm – 3:00 pm
November 10th	7:00 am – 9:00 am 1:00 pm – 3:00 pm
November 12th	7:00 am – 9:00 am 1:00 pm – 3:00 pm
November 17th	7:00 am – 11:00 am

If you come to one of these sessions, you will need your User ID (first initial of your first name and last six digits of your PeopleSoft ID number), your password and the social security numbers & birthdates of your dependents/beneficiaries

Remember, if you have questions about your specific situation(s), please call the Benefits Hotline directly at 877-248-0007.



CHEERS FOR 50 YEARS!

On 10/17/21, one of our NDI social workers, Cathy Holdt, celebrated 50 years of service to the State of Indiana! Her Indiana State Psychiatric Hospital career began on 10/17/1971 at Larue Carter Hospital. Cathy is key example of **genuine commitment, unwavering loyalty, and lasting dedication** to patient, staff, and our hospital. Thank you, Cathy, for sharing your skills, talents, and services with all of us!



KINDNESS CHALLENGE

*Fred M. Madren Jr, M.Div.
BCCS Chaplain/Educator*

The time between Thanksgiving and Christmas has become known as the holiday season in the United States. Our attention turns to gifts, family gatherings, celebrations, and togetherness. There is a feeling in the air that is often lighter and happier. For a brief time, our focus seems to be less on productivity and more on sharing and being together. I have written several articles for our newsletter on the topic of kindness and now I want to focus the information shared concerning the benefits of kindness into a challenge. I am inviting us to change our perspective during the holiday season by focusing on a month-long campaign to make daily strides in being kind to one another. I am not suggesting that we are mean or hurtful to one another at NDI, in fact, often we are the exact opposite. I am suggesting that acts of kindness to other people, no matter how small, change us and produce stronger relationships with the people around us.

If you remember in a previous article, kindness was defined as “being friendly, generous, and considerate...often requiring courage and strength.”¹ Being kind to others in the workplace creates an atmosphere that feels more connected and relaxed. Often people who feel emotionally and spiritually connected with others gain a sense of trust in one another, lifting moral, creative risk, the sharing of ideas, the ability to listen and trust, and the ability to handle critiques. Words of praise boost self confidence and a person’s self-image and practicing kindness makes life feel more meaningful.² A study on the effects that kindness has on the relationship between trust and happiness indicated that people who regularly practice acts of kindness experience more happiness.³ The same study revealed that kindness plays a role in strengthening the association between how happy people are and how much they trust others in a given situation.⁴

Several years ago, a little book was written entitled, *Random Acts of Kindness* in which the author offered quotes and short stories about random acts that people had done to show kindness. I am inviting us to do the same with one another between Thanksgiving and Christmas. Acts of kindness can be a smile, acknowledging another person, helping to do a task with someone not in your department, or even picking up a piece of trash from the floor. To use an old fashioned word, being kind to others seems to **beget** kindness. It strengthens relationships, makes people feel happier, promotes trust, and gives life a sense of meaning. I invite you to take up the challenge of intentionally seeking to show kindness to others throughout your day during this holiday season.

¹ Karyn Hall. “The Importance of Kindness: Being kind can strengthen your relationships and sense of satisfaction in life,” *Psychology Today*, December 4, 2017, 1, <https://www.psychologytoday.com/us/blog/pieces-mind/201712/the-importance-kindness>

² Ovu Sezer, Kelly Nault, and Nadav Klein. “Don’t Underestimate the Power of Kindness at Work.” *Harvard Business Review*, May 7, 2021, 2, <https://hbr.org/2021/05/dont-underestimate-the-power-of-kindness-at-work>

³ Dorota Jasielska. “The moderating role of kindness on the relation between trust and happiness.” *Current Psychology*, June 9, 2018, 3, <https://doi.org/10.1007/s12144-018-9886-7>

⁴ Jasielska. *Current Psychology*, 7,

NDI held a Bake Sale on October 1 and October 5 with proceeds benefitting local charities through the annual SECC campaign



Thank you to all that came down to sample some of the amazing confectionary goodness that was our first ever Bake Sale!



Thanks to your donations to local Indiana charities, we raised a total of:

\$874.76!!!



And a HUGE thanks to the Employee Recognition Committee, Bernadeth, Kris, and Lindsay for making it happen!





CERTIFICATES OF EXCELLENCE

Highlighted names received more than one recommendation

Debo Adebota	Ahmed Adedokun	Olatunji Akingbulire
Rebecca Altop	Janeen Atkins	Lisa Bales
Kelsey Balson	Ebony Barron	Angela Bennett
Rebecca Bridget	Kikuko Campbell (2)	Lisa Canada
Jalea Chadd	Erin Clampitt	Pam Conover
Emily Davis	Terin Davis	Scott Donaldson
Kiara Dowdy	Amy Frazer	Lori Gibson
Kruba Gurley	Leigh Holmes	Bridget Idahosa
Terrie Inman	Amy Jahnke	Dan Knapp
Laurie Lee	Kristin McCarrick	Edith Miramontes
Will Morris	Adrienne Nance	Lauren Overhage
Brittany Paradiso (2)	Lisa Passarelli	Rachel Pattison (2)
Todd Peters	Allison Robertson	Charity Sample
Tori Selznick	Brittany Sollman	Michelle Sopetti
Charity Swan	Hugh Taylor	Jamie Tuggle (2)
Hannah Versino	Nyen-Nyen Volawuo	Jonae Washington

Anyone can nominate a fellow employee for a Certificate of Excellence. It's an easy way to recognize someone for a job well done!

Be sure to include the following information: Name of recipient, recipient's supervisor, brief statement of why you wish to recognize your colleague.

The Employee Recognition Committee (ERC) is responsible for the administration of NDI's Certificate of Excellence awards. All recommendations should be sent either to Lisa Canada (Lisa.Canada@fssa.IN.gov) or to the new NDI ERC email box (ERCNDI@fssa.in.gov)

NDI WILL BE OFFERING **MODERNA** VACCINE ON 11/15/21
from 9 AM-3:30 PM IN THE CLINIC

PLEASE CALL OR EMAIL LORI GIBSON AT EXT 4072 OR EMAIL
lori.gibson@fssa.in.gov if you are interested



NEWS FROM THE EMPLOYEE RECOGNITION COMMITTEE BY JEFFERY CLEARWATER

Celebrations We have planned many fun activities for the upcoming weeks!

- November 2 Crazy Sock Day
- November 10 Chili cookoff, lunch and cakes
- November 16 Dessert contest
- December 2 Ice cream social

Please reach out to Marti Coffey, Vicky Tucker, Vernell Martin or me if you would like to help with any of the activities or join our committee. Our next meeting is 11/17 at 2:30 PM.

ANNUAL REQUIRED TRAINING

Annual Required Training (ART) is due by 12/31/21. Please access the training in Success Factors by following this link

<https://successfactors.in.gov/saml2/idp/sso?sp=https://www.successfactors.com/indianaoff>

CREST TEAM

CARE AND RESTORATION THROUGH EMOTIONAL STRESS AND TRAUMA

The CREST team at NDI is a Critical Incident Stress Management Team consisting of NDI peers.

Critical Incident Stress Management is an adaptive way of offering psychological first aid and emotional support to people after a moment of crisis.

The team is available to support all staff members after a highly stressful event in the hospital through focused listening, that allows an individual or group of staff to talk about an event and work through it in a safe and strictly confidential manner.

If you feel stress from a traumatic event in the hospital, call a team member on Vocera or contact a team member individually.

Amanda Batson, Erin Clampitt, Kellee Hawkins-Coleman, Pamela Conover,
Marc Gordon, Laurie Lee, Fred Madren, Chair, Kayode Henry Oladimeji,
Brittany Paradiso, Lisa Passarelli, Todd Peters, Tori Selznick

